

Internal Improvements

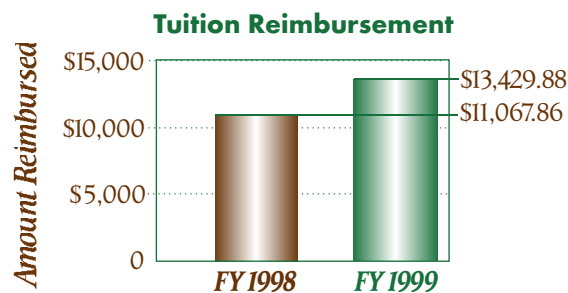
The initiatives and programs mentioned thus far have empowered IDEM to make our state a cleaner, healthier place to live. The advancements described below have been established internally to empower our employees and make IDEM a more interesting and rewarding place to work by:

- Offering improved employee benefits
- Providing additional training and resources
- Improving fiscal practices

Rewarding Employees

IDEM offers staff alternative work schedules, enabling staff to work a compressed pay period by completing assigned work hours in nine days instead of ten. Alternative work schedules help reduce pollution created from travel to and from work.

In addition, IDEM reimburses employees furthering their education at colleges and universities in courses ranging from law to environmental policy and science. Continuing education benefits the individual and agency by increasing skills and knowledge that can be used on the job.



Manager Training

IDEM provides managers with ten management training courses to teach and refresh them on policies and procedures and to ensure they have the most current management information available to them.

Fiscal Responsibility

IDEM posts financial information on the shared computer drive, empowering managers with increased access to financial information and giving them the accountability and knowledge to make better decisions.

The agency also identifies parties potentially responsible for the release of hazardous substances to the environment and recovers costs for clean-up actions taken by IDEM. Recovering money from responsible parties enables IDEM to clean up more sites and make Indiana a cleaner, healthier place to live.

- Established alternative work schedules
- Reimbursed employees furthering their education
- Collected more than \$3 million in cost recovery

